

1 **IN THE CLAIMS**

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3 --1-39. (**Cancelled**)

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5 40.(**Original**) A method for providing a store compensation system using network-based computer
6 software applications to integrate and manipulate employee payroll and human resource information to
7 determine and monitor employee compensation for single or multi-location companies, wherein said
8 method comprises the steps of:

9 inputting employment data into a computer system for at least one employee;

10 recording sales transaction data for said employee;

11 uploading said transaction data to a central database;

12 calculating compensation due to said employee based on said transaction data;

13 recalculating said compensation at predetermined times; and

14 providing said compensation due at predetermined times for display;

15 wherein said computer system stores said transaction data and performs said calculating; and

16 wherein said central database performs said recalculating to determine accuracy of said
17 compensation.

1 41. **(Original)** A method according to claim 40, wherein said method further comprises the step of:
2 using said employee data to create a compensation plan for each said employee.

3
4 42. **(Original)** A method according to claim 41, wherein creating said compensation plan comprises
5 the steps of:

6 determining business labor rules;
7 establishing relationships for said transaction data to calculate commission earnings;
8 establishing overtime parameters; and
9 establishing commission earnings parameters for each said transaction data.

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11 43. **(Original)** A method according to claim 42, wherein said establishing commission parameters
12 comprises the steps of:

13 selecting commission plan detail from a setup menu;
14 selecting parameters for a plurality of commissions and incentives;
15 selecting restrictions for each said commission parameter;
16 identifying sales transactions;
17 determining the quantity of said sales transactions; and
18 computing said commission.

1 44. **(Original)** A method according to claim 42, wherein said establishing relationships comprises the
2 steps of:

3 configuring merchandise departments;
4 grouping said departments in clusters; and
5 assigning values to each of said clusters.

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7 45. **(Original)** A method according to claim 44, wherein said configuring comprises the steps of:

8 selecting a company to which said transaction data applies;
9 selecting a description of said merchandise associated with said transaction data;
10 selecting a commission code for said merchandise; and
11 determining commission eligibility of said merchandise;

12 wherein said commission code corresponds to commission type for said merchandise, and
13 wherein said determining commission eligibility fixes said compensation calculations.

1 46. **(Original)** A method according to claim 40, wherein said inputting comprises the steps of:

2 selecting setup from a main menu;

3 selecting a compensation plan;

4 selecting to add employee data;

5 inputting a code corresponding to a location for said employee;

6 inputting a job function code;

7 inputting a compensation state type code; and

8 inputting a compensation geographic area.

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10 47. **(Original)** A method according to claim 40, wherein said recalculating occurs at least two times
11 per week.

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13 48. **(Original)** A method according to claim 40, wherein said recalculating comprises the step of:

14 comparing said calculated compensation with historical compensation for said employee

15 to determine if said calculated compensation is consistent with said historical

16 compensation.

17
18 49. **(Original)** A method according to claim 40, wherein said calculating compensation
19 comprises the step of:

20 polling said transaction data.

1 50. **(Original)** A method according to claim 40, wherein said calculating compensation further
2 comprises the step of:

3 adjusting said calculated earnings; and
4 recalculating said calculated earnings.

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6 51. **(Original)** A method according to claim 40, wherein changes to said calculating compensation
7 may be made manually.

8
9 52. **(Original)** A method according to claim 40, wherein said method further comprises the steps of:
10 inputting employee hours into said computer system;
11 loading a sales history table from said computer system;
12 determining a pay period for said sales transaction data;
13 inserting said sales transaction data and historical sales transaction data into an
14 employee recalculation table;
15 performing said recalculating; and
16 inserting said sales transaction data into said sales history table.

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18 53. **(Original)** A method according to claim 40, wherein said display is via a monitor.

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20 54. **(Original)** A method according to claim 40, wherein said display is via a printed report.

1 **55. (Withdrawn)** A system for calculating employee compensation, wherein said system
2 comprises:

3 means for inputting employee data into a central database;

4 means for inputting transaction data into said central database;

5 means for creating a compensation plan for each employee; and

6 means for generating an employee job table from said data;

7 wherein said means for creating uses said employee data and said transaction data to create
8 said compensation plan; and

9 wherein said system uses said compensation plan to calculate said compensation.

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11 **56. (Withdrawn)** A system according to claim 55, wherein said compensation plan comprises
12 incentives.

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14 **57. (Withdrawn)** A system according to claim 56, wherein said incentives are established on the
15 basis of quantity sold.

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17 **58. (Withdrawn)** A system according to claim 56, wherein said incentives are established by
18 selecting a department group, an earnings code, a type of sale, a type of incentive program, a sequence
19 number, and a commission percentage corresponding to an appropriate sales volume and price.

1 59. **(Withdrawn)** A system according to claim 58, wherein said commission percentage is
2 dependent on said sales volume.--